

WBAL-TV
Exhibit 5

C

FULL-TIME VACANCY EEO INFORMATION – Form BP-03

[Fill out for each full-time vacancy]

Job Title of Vacancy: Account Executive

Recruitment Source That Referred the Hiree:

Client Referral

Date Vacancy Opened: 8/25/08 7/14/08

Total Number of Persons Interviewed for the Vacancy:

9

Date Vacancy Filled:

8/18/08 9/2/08

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees referred By the Source for the Vacancy	Did the Source request Notification?
Coppin State College	2500 W. North Ave. Baltimore, MD 21216	Seana Coulter	410-951-3000		
Baltimore Urban League	512 Orchard St. Baltimore, MD 21201 www.bul.org – post on line	Career Center	410-823-8150		
Communities Organized to Improve Life	1200 W. Baltimore St. Baltimore, MD 21223	Stacey Smith	410-629-0506		
Jewish Vocational Services	1515 Reisterstown Rd. Baltimore, MD 21208	Tova Jaffee	410-653-5760		

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees referred By the Source for the Vacancy	Did the Source request Notification?
NABJ (Nat'l Assoc Black Journalists)	8701 Adelphi Rd. Adelphi, MD 20783	Erin Joyner	301-445-7100		
Towson University	8000 York Rd. Towson, MD 21252 www.towson.edu/careercenter-post-on-line	Career Center	410-704-2000		
Morgan State University	C-224 Montebello 1700 E. Cold Spring Lane Baltimore, MD 21251	Center for Career Development	443-885-3110		
NAACP	4805 Mt. Hope Drive Baltimore, MD 21215	Mr. Richard McIntire	410-580-5787		
MD Commission on Hispanic Affairs	301 W. Preston St., Ste 1502 Baltimore, MD 21201	Ms. Ruby Stemmler	410-767-7857		
Gov. Office of Minority Affairs	6 St. Paul St. Baltimore, MD 21202	Herbert Jordan	410-767-8232		
State of Maryland Dept of Labor, Licensing & Regulations	1100 N. Eutaw St. Baltimore, MD 21201 bhammons@dlr.state.md.us	Barry Hammons	410-767-2158		
Community Assistance Network	7701 Dunmanway Dundalk, MD 21222	Hal Malone	410-286-4674		
Howard University School of Communications	525 Bryant St. NW Washington, DC 20059		202-806-7690		
National Assoc. of Hispanic Journalists	1000 National Press Bldg Washington, DC 20045 Send postings via email jobbank@nahl.org	Michelle Vignoli	202-662-7145		
Internal Bulletin Board Posting	3800 Hooper Avenue Baltimore, MD 21211	Department Heads	410-467-3000		
Station Website	www.thewbalchannel.com www.wbal.com www.98online	Chris Vaughn Chris Beauchamp Kerry Plackmeyer	410-338-6499 410-338-6637 410-338-6552		

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees referred By the Source for the Vacancy	Did the Source request Notification?
Hot jobs	www.hotjobs.com	Kristin Olsen	646-351-5441		
AWRT	8405 Greensboro Dr. McLean, VA 22102 www.awrt.org	Amy Lotz	703-506-3290		
Afro American Newspapers	2519 N. Charles St. Baltimore, MD 21218	Marquis Goodwin	410-554-8200		
Loyola College	Career Development Center 4501 N. Charles St. Baltimore, MD 21210 Send postings via email thecarecenter@loyola.edu	Michelle Schuler	410-617-2000		
Honorable Elijah Cummings Office	1010 Park Ave, Ste. 105 Baltimore, MD 21201 Send postings via email Fran.allen@mail.house.gov Madhur.bansal@mail.house.gov	Fran Allen District Director	410-685-9199		
Mayor's Office of Employment Development	417 E. Fayette St., Suite 468 Baltimore, MD 21202 Send postings via email knichols@oedworks.com *rthoward@oedworks.com (*added 6/20/06)	Kahlila Nichols Workforce Operations Director	410-396-3009		
Balto City Community College	2901 Liberty Heights Ave. Baltimore, MD 21215 Send postings via email dhill@bcc.edu	Deidre Hill Job Recruitment	410-462-8013		
Broadcasting Institute of Maryland	7200 Harford Rd. Baltimore, MD 21234 nbc@bim.org	Norm Brooks Placement Director	410-254-2770		
Community College of Baltimore Co, Essex Campus	Job Placement Office 7201 Rossville Blvd. Building A, Ste 260 Baltimore, MD 21237	Continuing Education Dept	410-780-6653		

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees referred By the Source for the Vacancy	Did the Source request Notification?
The Emma L. Bowen Foundation for Minority Interest in Media	524 West 57 th St. New York, NY 10019	Sandra Rice	212-975-2545		
National Organization for Women Baltimore Chapter	PO Box 253 Timonium, MD 21094 Send via email to info@baltimorenow.org	Lori, Electronic Correspondent	410-668-4399		
University of Md Baltimore County Career Center	escjobs@umbc.edu (Univ of Md Balto Co)	Lauren Peters	410-455-2216		

INTERVIEWEE INFORMATION - Form BP-04

Job Title of Vacancy: Account Executive

Interview #	Interviewee's Name	Referral Source	Interview #	Interviewee's Name	Referral Source
1	M. Michelle Nelson	WBAE TV. com 65			
2	Amy Hart	WBAE TV. com 65			
3	Douglas DePasquale	WBAE TV. com 65			
4	Volante Gaston Panisson	Callin 64			
5	Janelle Davis	WBAE TV. com 65			
6	Donald Kammann	Website 65			
7	Shelly Abrams	Client 25			
8	Felix Milburn	Ward Dwyer 34			
9	Eoin Finnegan	Client 25			

***** Use additional pages as needed. Do Not Put in Public File. *****

VACANCY NOTIFICATIONS – Form BP-05

Job Title of Vacancy: **Account Executive**

Date Vacancy Opened: **8/25/08**

Date Vacancy Filled: _____

Notification of vacancy information for the above job title was given using the following advertisements, bulletins, letters, faxes, e-mails, or other communications. Dated copies of these notifications are attached to this form.

Type of Announcement	Date of Announcement	Type of Announcement	Date of Announcement
Letters	8/25/08		
Emails	8/25/08		
Internal Postings	8/25/08		
Websites	8//25/09		
Newspaper			

***** Remember to attach copies of the notifications. *Do Not Put in Public File.* *****



Account Executive

Are you the type of person who's never met a stranger? Do you love the thrill of identifying a challenge then developing and delivering the solution? WBAL-TV, Baltimore's #1 station, wants to hire their next Superstar to develop new business across multiple platforms. To play on this winning team you must be able to balance attention to detail with a fast paced and results oriented environment. Please contact wbaltvsalesjobs@hearst.com or (410) 338-6400. Hearst-Argyle Television. EEO.

8/25/08

McNicholas, Sharon E

From: McNicholas, Sharon E
Sent: Monday, August 25, 2008 4:27 PM
To: 'bhammons@dllr.state.md.us'; 'cdudley@howard.edu'; 'cscjobs@umbc.edu'; 'dhill@bccc.edu';
'fran.allen@mail.house.gov'; 'info@baltimorenw.org'; 'jobbank@nahj.org';
'knichols@oedworks.com'; 'madhur.bansal@mail.house.gov'; 'nb@bim.org';
'rhoward@oedworks.com'; 'thecareercenter@loyola.edu'
Subject: WBAL Job Posting

Account Executive

Are you the type of person who's never met a stranger? Do you love the thrill of identifying a challenge then developing and delivering the solution? WBAL-TV, Baltimore's #1 station, wants to hire their next Superstar to develop new business across multiple platforms. To play on this winning team you must be able to balance attention to detail with a fast paced and results oriented environment. Please contact wbaltvsalesjobs@hearst.com or (410) 338-6400. Hearst-Argyle Television. EEO.

McNicholas, Sharon E

From: McNicholas, Sharon E

Sent: Monday, August 25, 2008 4:40 PM

To: Chris Vaughn

Subject: please post on wbaltv.com

Account Executive

Are you the type of person who's never met a stranger? Do you love the thrill of identifying a challenge then developing and delivering the solution? WBAL-TV, Baltimore's #1 station, wants to hire their next Superstar to develop new business across multiple platforms. To play on this winning team you must be able to balance attention to detail with a fast paced and results oriented environment. Please contact wbaltvsalesjobs@hearst.com or (410) 338-6400. Hearst-Argyle Television. EEO.

8/25/2008

McNicholas, Sharon E

From: McNicholas, Sharon E
Sent: Monday, August 25, 2008 4:49 PM
To: Marquise Goodwin
Subject: Ad

Please let me know the cost to place the following ad in the next edition of The Afro-American.

Account Executive

Are you the type of person who's never met a stranger? Do you love the thrill of identifying a challenge then developing and delivering the solution? WBAL-TV, Baltimore's #1 station, wants to hire their next Superstar to develop new business across multiple platforms. To play on this winning team you must be able to balance attention to detail with a fast paced and results oriented environment. Please contact wbaltvsalesjobs@hearst.com or (410) 338-6400. Hearst-Argyle Television. EEO.

McNicholas, Sharon E

From: McNicholas, Sharon E
Sent: Monday, August 25, 2008 4:42 PM
To: Anderson, Barbara F; Bamonti, Stephen L; Butt, Michelle B; Draper, Wanda Q; Halapin, Jeff; Nuñez, Sue M
Subject: Please post in your dept.
Attachments: JOB POSTING.doc

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NUL



Urban
League

Employment Network

Home	My Account	Post a Job	Search Resumes	Products and Rates	For Job Seekers >		
Manage Jobs	Create Job	Posting Rates	Bulkpost	Statistics	Sharon McNicholas [Logout]		

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Job Detail

Account Executive

Salary:	Open	Location:	United States
Employer:	WBAL-TV	Type:	Full Time - Experienced
Category:	Sales		

NOTE: Please carefully review your job posting. This job is saved as a Pending Job in your account but is NOT active yet.

DO NOT USE YOUR BROWSER'S BACK BUTTON. TO MAKE A CHANGE, PLEASE CLICK THE MAKE CHANGES BUTTON, OR CLICK "POST JOB NOW" TO CONTINUE:

[Make Changes](#)

[Post Job Now](#)

Description

Account Executive

Are you the type of person who's never met a stranger? Do you love the thrill of identifying a challenge then developing and delivering the solution? WBAL-TV, Baltimore's #1 station, wants to hire their next Superstar to develop new business across multiple platforms. To play on this winning team you must be able to balance attention to detail with a fast paced and results oriented environment. Please contact wbaltvsalesjobs@hearst.com or (410) 338-6400. Hearst-Argyle Television. EEO.

NOTES: Local Residents Preferred (No Relo)

Employer Information

About WBAL-TV

WBAL-TV is owned by Hearst-Argyle Television and is an NBC Affiliate.

[View all our jobs](#)

[Click Here to edit the Employer Information text](#)

NOTE: Please carefully review your job posting. This job is saved as a Pending Job in your account but is NOT active yet.

DO NOT USE YOUR BROWSER'S BACK BUTTON. TO MAKE A CHANGE, PLEASE CLICK THE MAKE CHANGES BUTTON, OR CLICK "POST JOB NOW" TO CONTINUE:

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Post Job Now

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512 Orchard Street| Baltimore, MD 21201 - 1947
Phone : 410-523-8150 | Fax: 410-523-4022

[PREVIOUS PAGE](#)**Careerline***A free service to AWRT Members*

Post your listing on AWRT's web site and gain access to the best, most qualified candidates in the industry. Questions or comments can be directed to info@awrt.org. *One listing per form submission please. You will be given the opportunity to return to this page in the event you wish to post multiple jobs.*

STATION/COMPANY:	<input type="text" value="WBAL-TV"/>		
POSITION TITLE:	<input type="text" value="Account Executive"/>		
JOB DESCRIPTION:	<input type="text" value="Are you the type of person who's never met a stranger? Do you love the thrill of identifying a challenge then developing and delivering the solution? WBAL-TV, Baltimore's #1"/>		
FIRST AND LAST NAME OF CONTACT:	<input type="text" value="Anthony Arbucias"/>		
CITY:	<input type="text" value="Baltimore"/>		
STATE:	<input type="text" value="MD"/>		
E-MAIL ADDRESS:	<input type="text" value="wbaltvsalesjobs@hearst.com"/>		
PHONE:	<input type="text" value="410"/>	<input type="text" value="338"/>	<input type="text" value="6400"/>
FAX:	<input type="text"/>	<input type="text"/>	<input type="text"/>

As consideration for being permitted to list your employment opportunity, the station/company listing such opportunity indemnifies and holds AWRT harmless from any and all claims, breaches, causes of action, lawsuits and damages, including reasonable attorney fees, arising out of or in connection with the listing of this employment opportunity. All listings are posted for 30 days.

CareerLine

Thank You!

AWRT is in receipt of your employment opportunity. If you have questions or comments regarding Careerline, please contact AWRT at:

AWRT National Headquarters

8405 Greensboro Drive, Suite 800

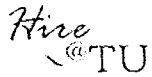
McLean, Virginia 22102

P: 703.506-3290 F: 703.506.3266

E-mail: info@awrt.org

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Viewing Job: 18485/Account Executive

[Profile View](#)[Position Information](#)[Contact Information](#)[Posting Information](#)[Save](#)[Cancel](#)***Job ID:** 18485***Job Title:** Account Executive**Job Reference Num:*****Organization Name:** WBAL TV11**No of Openings:** 1**Work Schedule:** M-F daytime**Hours per Week:** 40**Wage/Salary:** tba**Employment Start Date:** tba**Employment End Date:** tba**Supervisor:** Anthony Arbucias

***Job Description:** Are you the type of person who's never met a stranger? Do you love the thrill of identifying a challenge then developing and delivering the solution? WBAL-TV, Baltimore's #1 station, wants to hire their next Superstar to develop new business across multiple platforms. To play on this winning team you must be able to balance attention to detail

[Spell Check](#)**Qualifications:**[Spell Check](#)

***Application Instructions:** Please contact wbaltvsalesjobs@hearst.com or (410) 338-6400

[Spell Check](#)[Save](#)[Cancel](#)

Step 1: Job Information

Step 2: Apply Process

Step 3: Review Job Ad

Review Job Ad

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Job Summary

Your job will appear in search results as shown below:

Job Title	Company Name	Location	Date
Account Executive	Hearst-Argyle TV, Inc.Proposal	Baltimore, MD 21211	Aug 26

Job Detail

Job detail will appear as shown below:

Account Executive

Date Posted: August 26, 2008

Job Id:

Position Type: Full-Time, Employee
 Company Name: Hearst-Argyle TV, Inc Proposal
 Location: Baltimore, MD 21211
 Annual Salary: Unspecified
 Date Posted: Not yet posted
 Experience Level: 0-1 Years
 Education Level: Unspecified
 Travel Amount: Negligible

Are you the type of person who's never met a stranger? Do you love the thrill of identifying a challenge then developing and delivering the solution? WBAL-TV, Baltimore 's #1 station, wants to hire their next Superstar to develop new business across multiple platforms. To play on this winning team you must be able to balance attention to detail with a fast paced and results oriented environment. Please contact wbaltvsalesjobs@hearst.com or (410) 338-6400. Hearst-Argyle Television. EEO.

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 One All Access job Slot will be consumed from your account when
 you click Post Job.

Save as Not Posted

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Your Job Has Now Been Posted [View printable version](#)

Posted: 26 Aug 06, 11:27 GMT Your job is now active on Yahoo! HotJobs. You may edit the job description any time.

Job Posted : **Account Executive -** [\[Edit\]](#)
Location : Baltimore, MD
Expiration Date : 24 Sep 08
Posted by : Sharon McNicholas (smnicholas@hearst.com)

One Job Slot(s) Used : All Access

Hotwire™ has already found some candidates matching your requirements: [Where's the 2?](#)

ACCOUNT EXECUTIVE	VANCE BALDWIN ELECTRONIS	5-10 yrs	Lawrenceville, GA
Account Executive	Lierac	5-10 yrs	Astoria, NY
Account Executive	ProtonCorp. Inc	5-10 yrs	Elkridge, MD
Account Executive	AppleOne	2-5 yrs	Arlington, VA

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August 25, 2008

Seana Coulter
Coppin State College
2500 W. North Avenue
Baltimore, MD 21216

Dear Sir or Madam:

Hearst-Argyle Television, Inc., licensee of Station WBAL-TV, Baltimore, Maryland requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our Company:

ACCOUNT EXECUTIVE

WBAL-TV is an equal opportunity employer and does not discriminate in the hiring, training or promotion of employees by reason of race, color, religion, sex, or national origin. We are engaged in a continuing effort to seek out prospective applicants for employment with our company. We earnestly solicit your assistance in obtaining employees and request that you refer prospective applicants to us at the above address.

Please refer all qualified applicants to us by 9/9/08. At this time, we anticipate that a hiring decision will be made on or about 9/23/08.

If you would like to receive these via e-mail, please send your e-mail address to smcnicholas@hearst.com. Thanks.



August 25, 2008

Stacey Smith
Communities Organized to Improve Life
1200 W Baltimore St.
Baltimore, MD 21223

Dear Sir or Madam:

Hearst-Argyle Television, Inc., licensee of Station WBAL-TV, Baltimore, Maryland requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our Company:

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August 25, 2008

Erin Joyner
NABJ
8701 A Adelphi Road
Adelphi, MD 20783-1716

Dear Sir or Madam:

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August 25, 2008

Morgan State University
Center for Career Development
C-224 Montebello
1700 E. Cold Spring Lane
Baltimore, MD 21251

Dear Sir or Madam:

Hearst-Argyle Television, Inc., licensee of Station WBAL-TV, Baltimore, Maryland requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our Company:

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August 25, 2008

Richard McIntire
NAACP
4805 Mt. Hope Drive
Baltimore, MD 21215

Dear Sir or Madam:

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August 25, 2008

Herbert Jordan
Gov. Office of Minority Affairs
6 St. Paul Street
Baltimore, MD 21202

Dear Sir or Madam:

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August 25, 2008

Barry Hammons
State of Maryland Dept. of Labor,
Licensing & Regularions
1100 N. Eutaw Street
Baltimore, MD 21201

Dear Sir or Madam:

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August 25, 2008

Hal Malone
Community Assistance Network
7701 Dunmanway
Dundalk, MD 21222

Dear Sir or Madam:

Hearst-Argyle Television, Inc., licensee of Station WBAL-TV, Baltimore, Maryland requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our Company:

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August 25, 2008

Community College of Baltimore County, Essex Campus
Job Placement Office, Bldg A, Ste 260
7201 Rossville Blvd.
Baltimore, MD 21237

Dear Sir or Madam:

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If you would like to receive these via e-mail, please send your e-mail address to smcnicholas@hearst.com. Thanks.



August 25, 2008

Sandra Rice
Emma L. Bowen Foundation for Minority Interest in Media
524 West 57th St.
New York, NY 10019

Dear Sir or Madam:

Hearst-Argyle Television, Inc., licensee of Station WBAL-TV, Baltimore, Maryland requests your assistance in identifying and locating individuals who may be interested in the following job position(s) now available with our Company:

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August 25, 2008

Tova Jaffe
Jewish Vocational Services
1515 Reisterstown Rd.
Baltimore, MD 21208

Dear Sir or Madam:

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